

Manager

	Living our purpose	Influence	Performance drive	Talent development	Strategic direction
Definition	Acts as a role model, embracing and living our purpose and values, and recognising others for the impact they make	Positively influences clients, teams, and individuals, leading by example and establishing confident relationships with increasingly senior people	Delivers exceptional client service; maximises results and drives high performance from people while fostering collaboration across businesses and borders	Develops high- performing people and teams through challenging and meaningful opportunities	Understands key objectives for clients and Deloitte, aligns people to objectives, and sets priorities and direction
Behavioural anchors	<ul style="list-style-type: none"> • Holds self and others accountable for living our values 	<ul style="list-style-type: none"> • Builds productive, long-term relationships with clients and colleagues across a broad network, based on mutual respect 	<ul style="list-style-type: none"> • Sets expectations for the team, aligns their strengths to tasks, and challenges them to raise the bar while providing support 	<ul style="list-style-type: none"> • Looks for challenges and opportunities to grow team members' expertise and talents – encourages people to stretch their capabilities 	<ul style="list-style-type: none"> • Demonstrates an understanding of Global, Business, and Member Firm strategies
	<ul style="list-style-type: none"> • Challenges self and others to make an impact that matters for our clients, our colleagues, and our communities 	<ul style="list-style-type: none"> • Demonstrates an understanding of others' needs and interests, and sensitivity to the organisational and political climate 	<ul style="list-style-type: none"> • Encourages teams to collaborate within and across businesses and borders, proactively helps make connections 	<ul style="list-style-type: none"> • Supports team members' development needs through formal and informal coaching and knowledge sharing 	<ul style="list-style-type: none"> • Communicates the big picture – drives engagement by connecting the contributions of junior practitioners to broader Deloitte/client objectives
	<ul style="list-style-type: none"> • Recognises colleagues and teams for the impact they make, and helps connect their contributions with our broader purpose 	<ul style="list-style-type: none"> • Adapts influencing approach to take account of individual and organisational sensitivities 	<ul style="list-style-type: none"> • Provides timely feedback to team members to drive high performance 	<ul style="list-style-type: none"> • Actively supports the attraction and development of top talent 	